

M E M O R A N D U M

TO: Union Negotiation Committee

FROM: Citizen Negotiating Committee

SUBJECT: Proposal for Implementing Integration in the Building
Trades Unions on all City Supported Building and/or
Maintenance Project

The Citizen Negotiation Committee (herein after called the Citizen Committee) appointed by Mayor Hugh J. Addonizio on July 11, 1963 hereby presents to the Union Negotiation Committee, also appointed by Mayor Addonizio, the following background leading to the appointment of the Citizen Committee and in addition a list of items upon which negotiation between the Union Negotiation Committee and the Citizen Negotiating Committee are to be based in compliance with Mayor Addonizio's request.

All objective evidence and data gathered by the Citizen Committee including the report of the Newark Human Rights Commission indicate that job discrimination based on race does exist in the Building Trades Labor Unions in our area, and that restricted practices in apprenticeship and on-the-job training program combined to make permanent such discrimination by labor unions in the Newark area. Because these practices are not only unconstitutional but also place an unreasonable hardship and economic proscription on Negroes, the Citizen Negotiation Committee does hereby firmly request the Union Negotiating Committee consider these specific items that follow as points for negotiation in good faith in an effort to eliminate racial discrimination in employment in the local trades unions.

The Citizen Negotiation Committee recommends that:

1. The immediate hiring of qualified Negro and Puerto Rican workers on all construction jobs in Newark under City Contract or Sponsorship.
2. A determination be made of the number of Negro and Puerto Rican workers can reasonably expect employment immediately based upon the number of public buildings now under contract or planned for construction starting within the next 6 months.
3. The Urban League of Essex County serve as the coordinating agency for compiling, maintaining, and processing all lists of available Negro and

Puerto Rican workers, All interested organizations and individuals be required to submit individual names or lists to the Urban League of Essex County for processing.

4. The unions adhere to a policy of strict enforcement by the City of the non-discrimination clause in all City contracts and that the Human Rights Commission be recognized as the enforcement agency with full powers to investigate the operations of the non-discrimination clause in any union contract.

Employment of Journeymen

1. That all barriers to union memberships against Negroes and Puerto Ricans in the construction trades unions be immediately lifted and that the only requirement be the ability of the worker to pass a prescribed entrance test for admittance into the building trades unions of his choice.
2. All tests given be based on criteria established by the United States Department of Labor, or mutually agreed upon impartial agency, and that the tests be administered by same,
3. The applicant be given notice of the results of his test (pass or not) within 24 hours after completion of the test.
4. Should the applicant pass, he immediately be given full membership in the union with all rights and privileges attendant thereto and that such rights and privileges include seniority over any and all journeymen currently working in the city on visitor's temporary card or permit.
5. Applicants for tests or examinations will first register at the Urban League of Essex County where all tests arrangements will be made.
6. Tests or examinations shall be given in each craft at least once every two weeks as long as applicants are available and until such time as the percentage of Negro and Puerto Rican workers reach the approximate percentage of these groups percentage to the population of the city,

7. The building and construction trade unions along with the joint communities will individually and collectively encourage Negro and Puerto Rican journeymen to take these tests.
8. All contractors and unions will be required to register each city job with the Newark Commission on Human Rights and to submit to the Commission periodic reports. These reports shall show the number of personnel currently working in each job category and the number and percentages of those working that are Negroes and Puerto Ricans. These records shall be open for public inspection.
9. The Newark Human Rights Commission shall be mandated by the City Council to approve all contracts which include City funds with respect to and inclusion of an effective non-discrimination clause in all such contracts and for the assurance that the work force on all City supported construction projects shall be fully integrated.
10. The unions agree that on any city construction project the number of Negroes and Puerto Ricans employed will be not less than 50 per cent of the total work force.
11. Contractors shall be required to give 24 hour notice to the Newark Human Rights Commission of all new job placement with specifications as to race.

Proposal on Apprenticeship Program

1. Unions that do not have a registered apprenticeship program, either through joint union-management committee or separately through the union, should register whatever methods are used to admit apprentices with the Newark Human Rights Commission as a matter of public information. If no regular procedure is available, the union should state the number of apprentices admitted over the past five year period and the method used in admitting each apprentice.
2. Unions with registered apprenticeship programs should accept, as part of the total number of apprenticeships available annually in each trade, a number of qualified applicants from minority groups proportionate to their number in the population of the city, that number should be not less than 60 per cent in light of the fact that

the Negro unemployment rate is doubled that of white workers and because an imbalance of decades must be corrected. In unions where no apprenticeship classes are being contemplated, the above proposals should be applied to the existing ratio of helpers or apprentices to journeymen on the job.

3. Unions without formal apprenticeship programs should give public notice, including the nine-man committee described in Section IV of this memorandum, in advance of any openings in the apprenticeship program so that all may have equal opportunity to apply.

Implementation and Enforcement

1. A committee of nine shall be established by the Mayor to aggressively seek and promote greater opportunities for minority groups in apprenticeship and on-the-job training and to act as an implementive, supervisory, and review board in the implementation of this program. The committee shall include 4 representatives from the cross section of organizations representing minority groups and seeking racial equality, chosen by the groups, two representatives of labor to be approved by the Building Trades Council, two from Industry to be approved by the Chamber of Commerce or other appropriate body and one public member to be approved by all three. This committee shall report to the Newark Human Rights Commission and shall be established within 10 days after ratification and adoption of these proposals.
2. The Mayor of the City should make every effort to secure additional Federal and State Aid for the City of Newark in every way possible, so as to increase the activity in the areas of needed new housing, schools, roads and other public works to the end that we can stimulate employment and thereby reduce the amount of unemployment now extensive among building trades workers in our City.
3. That special preference on the letting of City contracts be given to contractors in the Newark area, and that those contractors having an integrated work force be given preferential treatment.
4. That the city provide financial relief to contractors to enable additional people to be employed to share the

available work, and that the number of apprentices per Journeymen be increased to enable more Negroes and Puerto Ricans to become skilled.